

## DEPARTMENT OF THE INTERIOR

### 2013 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmarks
<b>Capacity Building</b>	Rigorously enforce civil rights statutes/laws that require equal access and non-discrimination in federal programs that involve grants, loans, contracts, financial aid and other benefits.	Evaluate trends and patterns of compliance and enforcement activity for AAPI population and subpopulations.	<p>Target 1: By December 2012, complete an assessment of (1) the number of claims brought by AAPIs; (2) the number of claims that appear to be below expectation; and (3) the barriers to AAPIs reporting process (such as language, accessibility, responsiveness, etc.)</p> <p>Target 2: By December 2012, generate a report of findings that show the number of claims brought by AAPIs and outcomes of these claims.</p> <p>Target 3: By December 2012, develop an action plan that addresses needs of the AAPIs who are bringing claims.</p>
<b>Capacity Building</b>	Empower insular communities and oversee Federal assistance to the U.S. Territories.	Improve water quality for insular areas.	By September 2013, have less than 10% of Community Water Systems (CWS) that receive health-based violation notices by the EPA.
<b>Capacity Building</b>	Empower insular communities and oversee Federal assistance to the U.S. Insular Areas.	Decrease petroleum usage in the insular areas.	By September 2013, decrease the amount of petroleum used by utilities to deliver a megawatt of power by 2 percent.
<b>Capacity Building</b>	Empower insular communities and oversee Federal assistance to the U.S. Insular Areas.	Improve health care in the insular areas.	By September 2013, have fewer than 2,600 patients requiring off-island medical referrals.
<b>Capacity Building</b>	Empower insular communities and oversee Federal assistance to the U.S. Insular Areas.	Create economic opportunities by promoting tourism and attracting industry to the insular areas.	By September 2013, pursue 5 economic development initiatives that encourage private sector investment in insular areas.
<b>Capacity Building</b>	Empower insular communities and oversee Federal assistance to the U.S. Insular Areas.	Promote efficient and effective governance by improving insular government financial policies and procedures.	By September 2015, have at least 5 insular governments with on-time and unqualified single audits.

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<b>Capacity Building</b>	Provide targeted outreach to the Native Hawaiian community when the Federal Government engages in actions that specifically affect Native Hawaiian rights, resources, or lands.	Utilize the Department's Native Hawaiian Organization List to notify the Native Hawaiian community about Federal Actions affecting Native Hawaiian rights, resources, or lands that are published in the Federal Register.	By the end of November 2012, develop a process for the dissemination of Federal actions affecting Native Hawaiian rights, resources or lands.
<b>Capacity Building</b>	Provide targeted outreach to the Native Hawaiian community when the Federal Government engages in actions that specifically affect Native Hawaiian rights, resources, or lands.	Partner with appropriate Federal Agencies to encourage proper outreach to the Native Hawaiian community.	By the end of January 2013, hold a summit with other Federal Agencies that engage in activities that affect Native Hawaiian rights, resources or lands to encourage them to at a minimum, utilize the Native Hawaiian Organization List when conducting outreach with the Native Hawaiian community.
<b>Language Access</b>	Inventory agency employee language capability/skills.	Conduct inventory of agency language capability/intercultural skills, and recruit, retain and train employees in languages and intercultural skills of the AAPI communities we serve.	Target 1: By March 2013, complete inventory of agency language capabilities/skills  Target 2: By September 2013, develop and implement a Department-wide action plan with bureau specific targets and benchmarks to recruit, retain and train employees in languages and intercultural skills of the AAPI communities we serve.
<b>Language Access</b>	Provide scientific data to protect and inform communities.	Provide information and the scientific understanding that will help protect communities by significantly reducing the vulnerability of millions of people to natural hazards.	By December 2014, provide this information in 5 AAPI languages.
<b>Workforce Diversity</b>	Institute a reliable AAPI workforce analytics capability.	Utilize satisfaction surveys and data collection systems and tools to track employment statistics.	Target 1: By December 2012, evaluate the Employee Viewpoint Survey results to determine progress.  Target 2: By June 2013, implement a Department-wide action plan with bureau-specific targets and benchmarks that address barriers to AAPI employment and retention at DOI.

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Workforce Diversity	Improve Interior’s ability to recruit, hire, and retain AAPIs in its mission critical occupations.	Advertise job announcements in AAPI communities and newspapers, and share employment opportunities with AAPI organizations.	<p>Target 1: By December 2012, analyze AAPI representation in MCOs.</p> <p>Target 2: By June 2013, develop Department-wide recruitment plan with bureau-specific actions, targets and benchmarks for under-represented AAPIs in MCOs.</p> <p>Target 3: By June 2013, provide Department-wide and bureau specific training to managers on flexible hiring authorities to increase opportunities to employ AAPI college graduates.</p> <p>Target 4: Ongoing coalition building between Interior offices and bureaus and AANAPISIs or schools with high AAPI population.</p>
Workforce Diversity	Improve Interior’s ability to recruit, hire, and retain AAPIs in its mission critical occupations.	Fully utilize authorities under Public Land Corps Act of 1993 and Youth Conservation Corp Act of 1970 to employ, educate, and engage young people from AAPI community.	On-going program, working Department-wide and with bureaus to engage young people in the AAPI community.
Workforce Diversity	Improve Interior’s ability to recruit, hire, and retain AAPIs in its mission critical occupations.	Assess current partnerships and practices to identify opportunities to improve efficiency and effectiveness and work more collaboratively to recruit top talent from AAPI community.	By October 2013, work with DOI bureaus to identify best practices and challenges and make enhancements across the Department and in specific bureaus as needed.
Workforce Diversity	Improve Interior’s ability to recruit, hire, and retain AAPIs in its mission critical occupations.	Provide training for managers on flexible hiring authorities that increase opportunities to employ AAPI college graduates.	<p>Target 1: By June 2013, establish Departmental and bureau specific baselines for hiring manager participation in the Hiring Reform Initiative.</p> <p>Target 2: Ongoing coalition building between Interior offices and bureaus and AANAPISIs or schools with high AAPI population.</p>

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Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Activity 1. Provide workshop, requirements and outreach to AAPI communities.	<p>Target 1: On-going barrier analysis of front-line managerial and SES hiring patterns</p> <p>Target 2: By June 2013, develop workshop content and Department-wide implementation strategy, with bureau specific activities, benchmarks and targets.</p>
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Provide training and development opportunities for AAPI staff.	<p>Target 1: By June 2013, develop Department-wide and bureau specific workshop content and training strategy.</p> <p>Target 2. By June 2013, evaluate Departmental and bureau-specific needs for SES/managerial development of GS 14/15 employees or partner with existing programs.</p>
Workforce Diversity	Increase pipeline of AAPI applicants to managerial and SES positions.	Finalize and implement DOI Leadership Roadmap that outlines leadership opportunities for employees.	By September 2013, provide implementing guidance on the DOI Leadership Roadmap.
Agency-specific	Employ a long-term energy strategy to reduce reliance on imported oil by maximizing use of renewable energy sources, increasing the efficiency of energy production and transmission, and by promoting consumer conservation.	Conduct Renewable and Energy Efficiency Meeting with Freely Associate States (FAS) Leaders.	<p>Target 1: By December 2012, connect leaders with federal opportunities to grow renewable energy initiatives in the insular areas.</p> <p>Target 2: Conduct Stakeholders' meeting with leaders from the FAS.</p>
Agency-specific	Employ a long-term energy strategy to reduce reliance on imported oil by maximizing use of renewable energy sources, increasing the efficiency of energy production and transmission, and by promoting consumer conservation.	Work with insular area governments to form by FAS Stakeholder committees.	By December 2012, FAS Energy committees will raise the concerns of all stakeholders and monitor progress of projects (target completed).

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Agency-specific	Employ a long-term energy strategy to reduce reliance on imported oil by maximizing use of renewable energy sources, increasing the efficiency of energy production and transmission, and by promoting consumer conservation.	Partner with NREL to conduct energy assessments in the FAS.	By September 2013, assessments will determine feasibility of various renewable energy sources and guide future projects in the FAS.
Agency-specific	Ensure that AAPI historical sites receive appropriate National Park Service designations.	Partner with appropriate AAPI community organizations to identify AAPI historical sites that may be eligible for a National Park Service designation.	By September 2013, determine whether any AAPI historical sites qualify for designation. Work with community to identify next steps.
Agency-specific	Promote the consideration of Native Hawaiian traditional knowledge in Federal decision-making affecting Native Hawaiian rights, resources, or lands.	Promote the collection and incorporation of Native Hawaiian traditional knowledge in the information-gathering and decision-making processes for Federal actions affecting Native Hawaiian rights, resources, or lands.	By the end of March 2013, identify best practices among Federal agencies and develop recommendations on how to either adapt such practices and/or develop new practices with regard to Native Hawaiian traditional knowledge.
Agency-specific	Promote the consideration of Native Hawaiian traditional knowledge in Federal decision-making affecting Native Hawaiian rights, resources, or lands.	Partner with appropriate Native Hawaiian community organizations to identify the various persons to contact and protocols to follow for the collection and incorporation of Native Hawaiian traditional knowledge.	By the end of June 2013, identify the appropriate Native Hawaiian community organizations and hold an initial meeting to share the agency's efforts to incorporate Native Hawaiian traditional knowledge into Federal information-gathering and decision-making. Work with the community organizations to identify next steps.